

City of Upland  
 UPMA Salary Schedule  
**Effective 6/25/2023**

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE CAPTAIN	73	Hourly	82.37	86.49	90.81	95.35	100.12	105.13
		Monthly	14,277.64	14,991.53	15,741.10	16,528.16	17,354.57	18,222.29
		Yearly	171,331.73	179,898.32	188,893.23	198,337.90	208,254.79	218,667.53
POLICE LIEUTENANT	67	Hourly	71.03	74.58	78.31	82.22	86.34	90.65
		Monthly	12,311.57	12,927.15	13,573.50	14,252.18	14,964.79	15,713.03
		Yearly	147,738.82	155,125.76	162,882.04	171,026.15	179,577.45	188,556.33
POLICE SERGEANT	58	Hourly	56.87	59.72	62.70	65.84	69.13	72.59
		Monthly	9,858.22	10,351.13	10,868.69	11,412.12	11,982.73	12,581.87
		Yearly	118,298.66	124,213.59	130,424.27	136,945.49	143,792.76	150,982.40

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Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE CAPTAIN	73	Hourly	84.02	88.22	92.63	97.26	102.12	107.23
		Monthly	14,563.20	15,291.36	16,055.92	16,858.72	17,701.66	18,586.74
		Yearly	174,758.37	183,496.29	192,671.10	202,304.65	212,419.89	223,040.88
POLICE LIEUTENANT	67	Hourly	72.45	76.07	79.87	83.87	88.06	92.47
		Monthly	12,557.80	13,185.69	13,844.97	14,537.22	15,264.08	16,027.29
		Yearly	150,693.59	158,228.27	166,139.69	174,446.67	183,169.00	192,327.45
POLICE SERGEANT	58	Hourly	58.01	60.91	63.96	67.16	70.51	74.04
		Monthly	10,055.39	10,558.16	11,086.06	11,640.37	12,222.38	12,833.50
		Yearly	120,664.63	126,697.86	133,032.76	139,684.40	146,668.62	154,002.05

City of Upland  
 UPMA Salary Schedule  
**Effective 12/8/2024**

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE CAPTAIN	73	Hourly	85.70	89.98	94.48	99.21	104.17	109.38
		Monthly	14,854.46	15,597.18	16,377.04	17,195.90	18,055.69	18,958.47
		Yearly	178,253.53	187,166.21	196,524.52	206,350.75	216,668.28	227,501.70
POLICE LIEUTENANT	67	Hourly	73.90	77.59	81.47	85.55	89.82	94.31
		Monthly	12,808.96	13,449.40	14,121.87	14,827.97	15,569.37	16,347.83
		Yearly	153,707.46	161,392.84	169,462.48	177,935.60	186,832.38	196,174.00
POLICE SERGEANT	58	Hourly	59.17	62.13	65.24	68.50	71.92	75.52
		Monthly	10,256.49	10,769.32	11,307.78	11,873.17	12,466.83	13,090.17
		Yearly	123,077.93	129,231.82	135,693.41	142,478.08	149,601.99	157,082.09

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**Effective 6/22/2025**

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE CAPTAIN	73	Hourly	87.41	91.78	96.37	101.19	106.25	111.56
		Monthly	15,151.55	15,909.13	16,704.58	17,539.81	18,416.80	19,337.64
		Yearly	181,818.60	190,909.54	200,455.01	210,477.76	221,001.65	232,051.73
POLICE LIEUTENANT	67	Hourly	75.38	79.14	83.10	87.26	91.62	96.20
		Monthly	13,065.13	13,718.39	14,404.31	15,124.53	15,880.75	16,674.79
		Yearly	156,781.61	164,620.69	172,851.73	181,494.31	190,569.03	200,097.48
POLICE SERGEANT	58	Hourly	60.36	63.37	66.54	69.87	73.36	77.03
		Monthly	10,461.62	10,984.70	11,533.94	12,110.64	12,716.17	13,351.98
		Yearly	125,539.48	131,816.46	138,407.28	145,327.65	152,594.03	160,223.73

City of Upland  
 UPMA Salary Schedule  
**Effective 12/07/2025**

Job Description	Grade		STEP					
			1	2	3	4	5	6
POLICE CAPTAIN	73	Hourly	89.16	93.62	98.30	103.22	108.38	113.79
		Monthly	15,454.58	16,227.31	17,038.68	17,890.61	18,785.14	19,724.40
		Yearly	185,454.98	194,727.73	204,464.11	214,687.32	225,421.68	236,692.77
POLICE LIEUTENANT	67	Hourly	76.88	80.73	84.76	89.00	93.45	98.12
		Monthly	13,326.44	13,992.76	14,692.40	15,427.02	16,198.37	17,008.29
		Yearly	159,917.25	167,913.11	176,308.76	185,124.20	194,380.41	204,099.43
POLICE SERGEANT	58	Hourly	61.56	64.64	67.87	71.27	74.83	78.57
		Monthly	10,670.86	11,204.40	11,764.62	12,352.85	12,970.49	13,619.02
		Yearly	128,050.27	134,452.79	141,175.43	148,234.20	155,645.91	163,428.20